

PROCEEDINGS OF THE BROWN COUNTY
ADMINISTRATION COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Administration Committee** was held on Thursday, June 25, 2015 in Room 200, Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Fewell, Supervisor Schadewald, Supervisor Jamir, Supervisor Blom
Absent: Supervisor De Wane
Also Present: August Neverman, Chad Weininger, Maria Lasecki, Susie Berth, Paul Zeller, Dean Haen, Warren Kraft, Brian Lueth, and other interested parties.

I. Call to Order.

The meeting was called to order by Chairman Fewell at 5:30 p.m.

II. Approve/Modify Agenda.

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to approve the revised agenda.
Vote taken. MOTION CARRIED UNANIMOUSLY

III. Approve/Modify Minutes of May 28, 2015.

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Comments from the Public. None.

1. Review Minutes of:

a. Housing Authority (May 18, 2015 and June 1, 2015).

Motion made by Supervisor Jamir, seconded by Supervisor Blom to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Reasons for Turnover Report:

2. Human Services - Month of April, 2015.

Director of Administration Chad Weininger noted that the report contained in the agenda packet is from Human Resources and shows a breakdown of resignations and retirements in various departments as well as the reasons for resignations.

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to change item to read Human Resources and receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Communications:

3. Communication from Supervisor Schadewald re: Request that the Administration Committee revisit Chairman Moynihan's proposal for computer equipment for Supervisors; *May's motion: To hold for one month for costs and demo.*

Technology Services Director August Neverman had an example of the device being considered for the Committee to look at. He noted that a keyboard would also be an option at an additional \$75 - \$100 each. Neverman continued that the next piece of this would be the cost which is broken down in the agenda packet and also attached. The cost for these tablets would be about \$8,900 per year ongoing so

there would be no point where there would be a large bill for replacing units. If approved, the first year funding would come out of TS savings for the initial purchase. Supervisor Jamir asked what the cost of \$419.18 each included and Neverman answered that it included the tablet, the case and the software. Neverman also indicated there would be a charge for the Airwatch for security and publishing that would be about \$80 per unit. Jamir asked what the easiest way would be for the supervisors to bring up information from the Board office and Neverman stated that the software he is proposing is as user-friendly as possible. Supervisor Blom asked what the labor costs include and Neverman responded that it would include training for Board staff as well as configuring the devices and providing TS staff to come to a meeting to assist in the initial use of the devices. The long-term expense would include maintaining the security and applications and other back end functions necessary to make the devices work. Neverman stated that the original proposal included Office 365, but to try to keep this as simple as possible they have eliminated that which reduces the overhead necessary to support the devices. Neverman also stated that labor costs are included in the figures he provided. The total upfront costs would be \$15,311.40 which would come from TS and then recurring funds would be built into the County Board budget.

Fewell stated that this seemed somewhat reasonable to him and Schadewald agreed. Neverman stated that at some point he would recommend Granicus as it would provide complete integration across the board. The video would be integrated with the minutes and the content is all part of the agenda so the content follows along and can have links included which would allow the public to access the meetings and have the ability to view specific agenda items by connecting the discussions to the agenda items. Granicus would require the Board to do business a little differently because the content would have to be put into the application and the Board and staff would need to be trained on this. This would also provide the public access to meetings through the website where the meeting would be pre-formatted to go to the agenda item, the video and the audio. Jamir asked how much Granicus was and Neverman thought it would be over \$150,000. Jamir felt that what he outlined in his proposal, which does not include Granicus, would provide about 70% of those features. Neverman stated that there are a number of counties in Wisconsin that use Granicus and Jamir stated that he has explored this and thought it was fantastic. Fewell noted that in the grand scheme of things, it would not take a whole lot of money to make things simple for County residents to follow meetings and make it more interesting. Jamir felt that Granicus should be left out at this time and Neverman stated that the tablets he is proposing would support Granicus in the future.

Jamir asked what the next step would be and Neverman asked what level of presentation the Committee wishes he make to the Board. Fewell felt that a presentation should be made to the Board and he also does not have a problem with this Committee making a decision to say let's present to the Board for approval.

Neverman stated that he can put together a presentation for the July County Board meeting and bring some devices for Board members to try out prior to the beginning of the meeting.

Motion made by Supervisor Schadewald, seconded by Supervisor Jamir to draft a resolution in support of the Brown County Technology Services tablet proposal of June 17, 2015 and have a full presentation to the County Board. Vote taken. MOTION CARRIED UNANIMOUSLY

4. **Communication from Supervisor Jamir re: Have Technology Services research options and cost to publish/upload/broadcast County Board and committee meetings for social media such as You-Tube, stream in real time or near real time; *May's motion: To hold for one month.***

Jamir stated that he has been working on this with Brian Lueth for about a month. Lueth provided a Power Point to the Committee, a copy of which is attached. Lueth indicated that he has been working on NewEye for the last few months and it is northeast Wisconsin's gateway to government. The

attached Power Point explains this project further. Lueth concluded that this involves working together and he felt that the County needs to come together and work for the success of businesses, economic development and community development and doing this all together will result in a step forward and leading the region in the ability to communicate and reach new audiences.

Jamir asked if meetings can still be published on You Tube if NewEye is not brought together as a 501(c)3. Lueth stated that that would still be possible and more information will be presented on this. Jamir also wanted to know if the County does not do this, what might happen. Lueth responded that the risk would be that the cable company could say that stations are being underutilized and could take them back. He noted that if the cable company would take the station back and Green Bay or De Pere would come back and say they want to get back in, although they have the right, Time Warner could put them in any tier of service they decide, so, instead of being at Channel 4, they could be moved to a channel much higher. Currently the communities that participate in this are Green Bay, De Pere, Ashwaubenon and Pulaski. Schadewald asked what incentive there would be to join something like this and Lueth responded that it would be a contribution because if they want to create a PSA such as an economic development video, normal commercial rates are about \$5,000 - \$100,000 for a 30 second commercial. Under NewEye, the same commercial would cost \$65. Lueth noted that the County Executive would reach out to the municipalities on this. Schadewald asked where Howard falls under this and Lueth responded that any community that does not currently have a station would end up spending money towards this. Schadewald stated that he does not have a problem with this, but he wanted to be knowledgeable if anyone should ask him and he wanted to know if Howard takes part in anything like this. Lueth continued that long term something could be done such as when the Executive goes out to promote the County, he could have a single website resource with all of the economic development videos so a potential prospect could see everything the County has to offer.

Jamir asked when the meetings could begin being published to You Tube. Neverman explained that there would be a little work that would need to be done that is not currently being done. He stated that at this time, meetings are currently recorded and it get dumped into a file share. Board staff then typically dumps it to a DVD and sends it to Time Warner Cable, but it does not appear on the internet. If NewEye was used, that would create the mechanism to get the labor built in on a regular basis to get the meetings formatted properly to be presented both via television and the internet. Neverman stated that without NewEye, someone would have to be trained to do the editing piece to get it to a reasonable level to dump out to You Tube. It is not an incredible amount of work, but there would be some work necessary and Neverman felt this would fall under the PIO position without NewEye. Jamir asked if additional equipment would have to be purchased to accomplish this. Neverman responded that if real time was desired, it would require additional equipment. This software could cost anywhere from \$1,500 on up, depending on the way the current system is set up. Jamir asked how close to real time a \$1,500 device would give us and Neverman responded that it would be as fast as the internet will feed. Jamir stated that he is looking for the ability to publish the meetings as the video is captured and be distributed to You Tube. He is not opposed to a short delay and Neverman stated that the delay may only be second. He continued that it would require a hardware-based video Kodak that takes the output from the room and streams it to a predefined channel in You Tube. Jamir asked Neverman to provide him with the exact cost and he would find a donor to make it happen. Neverman stated that the main concern is the labor and support piece and he noted that they do not have staff that has done video editing. NewEye would create the mechanism for labor to be built in on a regular basis to get the videos cleaned up, presented properly and distributed both via television and the internet.

Jamir noted that he is willing to hold this for a month to get additional figures and Neverman can continue on with NewEye and whatever County Executive Streckenbach would like to do. Jamir also noted that he would be willing to speak with his constituents in De Pere for support of this partnership.

Fewell noted that no action will be taken on this because if the Committee gets involved this could result in problems. Jamir stated that all he is talking about is the County publishing meetings. The County could utilize NewEye, but does not have to utilize it to publish the meetings. Fewell just wanted to be clear that the Administration Committee is not making the decision as to whether to utilize NewEye or not. Jamir reiterated that if NewEye does not happen, the Board could still move forward with publishing meetings on You Tube. Neverman confirmed that this would only apply to main Board meetings because some locations do not have video recording equipment. Jamir is aware of this and noted that that could be rectified by the Board in the future if it was desired.

Blom would like to know what some of the municipalities as well as Advance thinks about this. Neverman stated that one of the big advantages of NewEye is the cross pollination in that you are creating content for the channels and the same content is getting out on the internet which is not straight forward right now for many municipalities. He noted that it took three months to get the You Tube channel to the point where there is actually a named channel. It is jumping through many hoops to get things set up and without NewEye every community would have to go through this. NewEye would alleviate this so there is value in that. Fewell stated this is informational at this point and noted the he appreciated the work that has done on this to date.

No action taken.

Corporation Counsel:

5. Budget Status Financial Report for April, 2015.

Motion made by Supervisor Schadewald, seconded by Supervisor Blom to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

6. Monthly Report, May 2015.

Corporation Counsel Juliana Ruenzel advised the Committee that her report is somewhat short as she was on vacation and further, Deputy Corporation Counsel is currently out on family medical leave.

Motion made by Supervisor Schadewald, seconded by Supervisor Jamir to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Technology Services:

7. Budget Status Financial Report for April, 2015.

Motion made by Supervisor Schadewald, seconded by Supervisor Jamir to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

8. Technology Services Monthly Report, June 2015.

Motion made by Supervisor Schadewald, seconded by Supervisor Blom to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Child Support:

9. Departmental Openings Summary.

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

10. **Agency Director Summary for June, 2015.**

Child Support Administrator Maria Lasecki introduced long-term Child Support employee Susie Berth to the Committee. Lasecki stated that Berth is an enormous wealth of knowledge and fulfills the role of the SPSK grant coordinator. Berth explained that with the SPSK program they need to have non-custodial parents come into the office to take a survey for the grant. They were having some troubles in getting enough people every month to take the survey so they did some strategizing to get the case workers to refer people for the survey. Berth continued that the child support enforcement group is paired up with support staff in a challenge to have each group (there are 60) to have two callers come in every month. If the challenge is met by a group, they become eligible for flex time the following month. Berth stated that this does not cost anything to the department and people in the department want the flex time. Berth provided documents, a copy of which are attached, showing that their target for the month of June is 32 callers in and as of the date of the meeting there is 28. She stated that the incentive of the flex time gets the employees excited and they are really focusing on getting people in and they hope to continue this through the next 12 months. If they continue to hit their targets, they will hit the target for the State as well. Lasecki added that this challenge is competitive, educational and team-oriented and it is benefitting everyone.

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

11. **Approval to accept Avenue Community Impact Grant to promote SPSK program (pending state/federal approval).**

Jamir asked how much this grant was for and Lasecki stated that the Child Support Agency did receive this grant and it was in the amount of \$4,200 and noted that no money is exchanged. This is a pro-bono community impact grant and with the Committee's approval they would have the week of July 13 – 28. The script has been approved and this is a way to get the message out. Lasecki also noted that an outdoor sign company has donated free space from now through the end of the grant to promote the grant.

Motion made by Supervisor Schadewald, seconded by Supervisor Blom to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Human Resources:

12. **Budget Status Financial Report for April, 2015.**

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

13. **Activity Report for May, 2015.**

Motion made by Supervisor Jamir, seconded by Supervisor Blom to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

14. **Departmental Opening Summary.**

Motion made by Supervisor Schadewald, seconded by Supervisor Blom to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

15. **Director's Report.**

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

15a. **2016 Insurance Proposals.**

Although shown in the proper format here, this Item and Item 15b were taken prior to Item 12.

Human Resources Director Warren Kraft introduced Cindy Van Asten, consultant at M3 who briefed the Committee on what is being proposed for 2016. Van Asten provided a few highlights from 2015. She indicated that there were plan design changes in 2015 including premium designations which was the tiering of the medical providers and employees were asked to engage differently as consumers and how they purchase healthcare. She noted that it was met with some noise, but it did turn out to be well-received and there is about 36.5% penetration into tier one. The call volume for customer service was less in 2015 than it had been in previous years. The program has proven to be highly effective and is working well. Van Asten continued that the emergency room structure was also changed to add a co-pay, but this co-pay was waived for true emergencies. Additionally, the office visit co-pays were changed to tiering co-pays. So far the overall performance of the plan in 2015 has been very good. A Wellness Committee has also been set up and is working towards establishing strategies for next year including long-term goals as relate to wellness. Last year the personal health assessments (PHA) were completed and they did tether the outcome of the PHAs to the health reimbursement account dollars. Participation in the PHAs has increased by 26%. The average score of the PHAs jumped four points which is significant in terms of overall health. There were 163 members that participated in a reasonable alternative standard which moved them up in the outcome-based tiering or gave the opportunity to earn more dollars in the HRA account and 90 of these participants completed the program and had additional payments to the HRA account.

Van Asten also mentioned the recent Supreme Court ruling on the Act 3 law regarding the exchanges and what was approved is that people in states that use federally run exchanges as well as state run exchanges would be able to receive subsidy so it does not make any changes. The vote on this was 6 – 3 to support the current system.

Van Asten continued by referring to the documents provided to the Committee, copies of which are attached. The documents show what is in place for 2015 as well as what is being proposed for 2016. There are no changes proposed to the deductible. The deductible remains at \$2,000 single and \$4,000 family. There is a change recommended to the HRA account. When the HRA account was put in place in 2010, they were in front of Act 10. Things have changed since then and for 2015 they have \$1,050 for single and \$2,100 for family going into the HRA. Currently if those funds are not used, they continue to rollover and eventually go into the VEBA. The recommendation for 2016 is to discontinue the rollover and lower the amount to \$750 single and \$1,500 family. The dollars would be available if a member needed the dollars to cover medical expenses, but if they do not use them, they will not continue to rollover. The dollars would be able to be used to offset any deductibles or co-pays. Weininger stated that they want to make sure that there is a pot of money for the employees to be able to use to pay their deductible. Fewell recalled that part of the selling plan for employees in the past was that they would be able to keep the money in the account and be able to use it for health premiums after retirement and things like that. He feels like the employees were baited to go with the plan and now the rules are changing. Van Asten responded that there is work being done right now to look at where the dollars in the VEBA will go. VEBA is a voluntary employee benefit account and works as a trust fund where the funds can only be used for qualified medical expenses. Fewell recalled that if the VEBA got high enough, after a period of time, the funds could be rolled into the retirement accounts. Van Asten stated that the plan was never set up to do that.

Weininger added that the dollars that were given to the employees will not be taken out but will remain with the VEBA. He also noted that the vendor who maintains the VEBA is also increasing their rates and charges which affect the County. Human Resources is currently looking at other options for employees to try to help prevent those dollars being taken quicker than they would like. Last year Weininger informed the Board that the fund balance for the health insurance account had a structural deficit and changes need to be made to prevent having to charge the employees higher premiums. The amount being proposed for 2016 will help make the pot so if there is a need employees can use it for the deductible and by eliminating the rollover into the VEBA, hopefully the account will stabilize so the County can continue the benefits moving forward. They are looking at what the best way to maximize the dollars is. Fewell stated that the County is trying to understand this. He stated the County was trying to encourage employees to be healthy because healthy people utilize fewer dollars. Now it seems that the County is saying be unhealthy and spend all of the money in the VEBA because it will be replaced next year while the healthy people that have the full amount in their VEBA are told their money will be taken away if not used. Fewell continued that the incentive was if you were healthy and didn't utilize the funds in the VEBA, the account would grow and funds could be used for healthcare costs in the future. Now what is being proposed is that if you utilize it all, you will get more the following year, but if you don't utilize it all, then there will not be any more benefit. He does not see the logic in this. Van Asten stated that the original intent was that the deductible exposure would not forever rollover into the VEBA, but the dollars that would rollover are the wellness incentive dollars and they are still recommending that the wellness incentive dollars continue to rollover. The original intent would have stopped the full amount of rollover in 2014, but with the change in Act 10 they backed off of some of those things. Van Asten stated that employees would still be able to rollover the wellness dollars. Van Asten clarified that the preventative screening type things will still be covered under the plan at 100%. The wellness incentives she is talking about are additional things that people can do to earn extra money into the account that will rollover. For instance, an annual exam would be covered at 100%, but the employee also gets wellness incentive dollars put into the account. The wellness activities will still be encouraged and will be incented for.

Schadewald understood that the wellness incentive dollars that accumulated could be used within section 125 when you need something but asked with regard to the HRA, if employees are getting less money by not rolling these dollars over. Schadewald said it sounds like what Van Asten is saying is that the employees are not losing anything, because they didn't put the \$750 in. Van Asten responded that if an employee needs the \$750 for medical deductible, it will cover them. If they don't need the deductible, they can keep up to the maximum amount in, but anything else they do not get to keep rolling, but this was never part of their salary. Schadewald stated he does not have too much of a problem with this if it was never part of the salaries. Van Asten stated that it is still very protective if they have the exposure, but they will not receive the money if they don't have the exposure. Fewell stated that one office visit is sometimes enough to burn the entire deductible. Van Asten stated that the deductible will force the members out-of-pocket first, but they could pull it from co-pays. Weininger continued that the \$1,500 deductible was what it was when he started and it was raised last year. Fewell said that if the dollars are left to rollover, it would incentivize families. He continued that if his HSA got to have money in it, that is his money and what Brown County wants to do is say to families that you are only going to be able to hold onto \$4,000 as a max. Van Asten responded that the wellness dollars can be piled up. Schadewald wanted to clarify that the understanding is that under this 2016 proposal, we are saying that the employee single will have \$300 more exposure out of their pocket than the previous plan and a family would have \$600 more possible exposure from the previous plan. Weininger responded that it is not a savings but it would reduce expenses by roughly \$600,000.

Fewell asked how it ever got to the point that the County Executive was borrowing money from the health fund to add to the budget. Weininger stated that that would be illegal and the only time that money was ever taken out was for a holiday premium and former County Executive Tom Hinz said

because the fund balance was extremely plush, he provided a give back to the employees. Fewell stated that something similar happened under the Kelso administration as well.

Van Asten continued that when the change was made to UMR's Choice Plus network, it resulted in a \$1.5 million hard dollar savings because of the network savings claims which resulted in reducing the premiums by 5.2% for a period of 18 months to put back the monies that were recognized from a savings from the network change. Fewell stated that he is fully aware that what happened was that it was in the budget but they lowered the amount the County was paying for the health premium because there was a fund balance, but they did not lower what the employees paid. Van Asten said that from what she recalled, the premiums were reduced by 5.2% for 18 months. Schadewald stated from his point of view this is ridiculous. He recalled that when he was previously on the Board the fund was \$1 million dollars short and they had to raise the premiums. He noted that this is a self-funded plan that has good years and bad years and funds should not be given away during the good years because they will be needed in the bad years. Weininger stated that the County is trying to extend the life of the fund to avoid having to push it onto the employees. Van Asten stated that the monies in the rollovers that the employees have can still be used. Schadewald asked how many employees have rollover dollars and it was indicated that there are over 300 out of over 1300 contracts. The cost of that this year was close to \$350,000. Schadewald reiterated that they should be prudent with the funds. Kraft stated that one of the potential advantages is if an employee knows that they will have to come up with another \$300 for the deductible, they have the section 125 flexible spending plan where those dollars can be banked pre-tax to have a financial vehicle to cover it.

Fewell asked what the advantage of the VEBA is over an HSA. Van Asten responded that when the VEBA was put in place, it was pre Act 10 and it was an opportunity to provide reimbursement that protected both the County and the employee. At that point in time, the labor unions would not agree to the HSA or the HRA. The VEBA put an irrevocable trust in place to protect the dollars. Any dollars in the VEBA can be used in the scope of qualified medical expenses, just like an HSA. The difference between the two is the member cannot put money into the VEBA or the HRA, but the employee can add dollars to the HSA. The VEBA is only funded through employer dollars. Fewell asked if this was a financial advantage to the County and Van Asten answered that it was a financial advantage when it was implemented pre Act 10 to be able to give to a consumer driven health plan and begin to move to a higher deductible. The plan when it was put into place was to lower the amount that the County put into the HRA every year, but when Act 10 hit, they backed off because there were a lot of changes to the employees and they did not want to continue down the path to changing the reimbursement in the HRA so this year they are saying that the County needs to lower what they are putting in and also limit the rollover to the maximum deductible. Fewell asked if there was any financial advantage at that time over a VEBA versus an HSA to the County. Van Asten stated that they are really two different vehicles and Fewell realized that but said that one is much more employee friendly. Van Asten stated that today it could be less administrative costs because the costs of the HSA typically fall to the member. The County pays some administrative costs for the VEBA. Fewell stated that the employee would be able to contribute pre-tax dollars into an HSA and would be able to meet the full deductible. Van Asten stated that the HRA is advantageous to the County, but Fewell noted that the HSA is more employee friendly and an employee would not have to worry about not utilizing dollars.

Schadewald asked what the cost would be to go to \$850 for single and \$1600 for family. Weininger responded that the thing about this is there is a fund and it is not a complete science so realistically if we went from the \$750 to \$850 and from \$1500 to \$1600, it would be negligible. Schadewald felt that \$100 for a single and \$500 for a family over the course of the year, when limited pay increases are given, may be a unreasonable. Van Asten stated that there are 335 employees who had VEBA rollovers this year. She noted that people roll dollars in the HRA every year. Kraft responded that raising the deductibles by \$100 would result in about \$135,000 out of the treasury. Schadewald asked what the budget for the HRAs was last year and indicated that it should be less. Weininger disagreed and stated that things such

as turnover need to be factored in. This is a hard calculation to make, but at the end of the day, right now about \$1 million dollars is being used to fund the fund balance so the premiums coming in are not funding the shortfall so over a number of years something has to be done to spread it out. There are a number of different solutions, but what they are trying to do is protect the pot for the long run. Schadewald stated that he understood, but his point is that there is a situation where there is a long-term problem and he would prefer to see this problem stepped into a little more slowly and a change of 28% at one time is a big change for some people and he thinks this is unacceptable from the point of view of everyone is trying to do their best and he does not agree with major changes all at one time. Schadewald would like to see this smoothed out and Weininger stated that they will look at this. Schadewald felt that if they pay increases are smoothed out, the hits to the employees should also be smoothed out.

Fewell asked if there will be a move to take pharmacy and put it in with all of the major medical and make it one deductible rather than two separate deductibles. Van Asten responded that at some point what has to happen is a maximum out-of-pocket exposure to include both of those. She continued that they still have the \$1500 deductible ceiling in pharmacy and that is in there because there are several people who have pretty great exposure so the two mirror up and meet within healthcare reform laws but there are two separate ones and at this point this is not being recommended for 2016, but it may be recommended somewhere down the road. Fewell asked if this is moved and the single deductible is at \$3000 and the family deductible is \$8000, will employees be allowed to put money in their VEBA up to the deductible. Van Asten responded that they are trying to stabilize what they have and get to the right point where it is stable and the right plan is designed along with the right health reimbursement and the right engagement from the employees. The other change they are talking about in 2016 is with regard to the PHA outcomes and instead of being tethered to the HRA the results would be tethered to the premiums. It is not felt that this needs to be done yet due to the way the plan is performing.

Schadewald stated that a family could take a shellacking in the premium by going from 12% to 32%. Kraft stated that that is based on the PHAs and Van Asten added that you are not dinged for being sick. Schadewald asked how much more a person would pay if they were paying 12% last year because they did a PHA and now their PHA comes out to 32%. Van Asten stated she does not have that information with her today and Schadewald guessed that it would be at least \$80 more per month. Van Asten stated that what is shown on the sheet is just the member share, not the whole premium. She continued that employees have the opportunity to engage in a reasonable alternative standard and earn their way back. Schadewald's point is that the understanding is how much do we put on the families in a single year. Fewell stated these high deductibles that force people to wait until they meet their deductible to get healthcare does not always work because appointments are not available towards the end of the year when deductibles are typically met. He felt there will be a movement to lower deductibles at some point. Van Asten responded that the statistics show that consumer driven health plans and higher deductibles are pushing people to behave differently. Fewell stated that the other alternative is that people do not take care of things. Van Asten stated that the wellness component on the other side is in place. Employees are rewarded and have the lowest out-of-pocket for engaging in being a different type of consumer. Schadewald stated that he understood that managing the medical costs of human beings is an art and a science but his point is that as Board Supervisors, they do not have total control but at some point it will be figured out that they want everyone to be as healthy as possible and people will have to embark on better, healthier lifestyles. At this point, people have done a lot of things that need to be fixed, but he still does not want to nail people. Fewell stated that it is not that bad if you are not on medication and do not have any major medical problems. If you have medication needs plus major medical problems, you will get nailed because you have to pay both deductibles.

Van Asten wished to clarify the deductible. The \$750/\$1500 is the HRA balance. The dollars are health reimbursement dollars and any unused dollars may be rolled over to a maximum of \$2000/\$4000. The rolled over dollars are the dollars that can be used to offset any other part of the deductible so

technically they have to use their dollars first before they roll into the County dollars. She felt it may be helpful in the future to create a visual for this. Schadewald reiterated that people are much more aware of this as part of their total package than they were in the past. Fewell asked if people are given a summary of what their benefits are and it was indicated that they do receive a summary. Fewell felt that increasing health insurance premiums so much that the 1% increase in wages does not cover the increase was like spitting in their face.

Van Asten stated that going into 2014 they communicated to the employees that the County was going to outcome based premiums and then last year it was changed from the premium to the HRA. Schadewald asked Weininger what his recommendation was. Weininger recalled that it was made pretty clear at the last County Board budget meeting that this would be done in two stages with the HRA being the first year and then going to the premium tiers the next year which allowed employees a full year to get more healthy before the tiered system.

Schadewald asked where the wellness dollars come from and it was stated that it comes out of the fund. Ways to earn wellness dollars include things such as having annual exams and teeth cleanings and vision screenings. Currently there are five or six things an employee can do to earn wellness dollars. Schadewald felt that if the wellness dollars could be increased, there would be people who could gain from that and Van Asten agreed.

Jamir asked about the PHA and Weininger explained what he did to move from standard to gold tier. He stated he watched what he ate and exercised a little more. Van Asten said that cholesterol and blood pressure numbers can also affect what tier an employee falls in. She stated that the scores are based on biometric blood draws, not on activity. The reasonable alternative standards are based on activity and working with the health coach nurse and this is the program they are recommending for next year.

Kraft indicated that they have been communicating to employees that PHAs are moving to August so results come earlier and they can make their choices for open enrollment easier and part of the communication is that last year the County Board said that the intent was to start tying the results to the premiums so employees should start to get healthy. Schadewald stated that the wellness incentive dollars are a positive and Weininger stated that there are going to be some other things that are good.

Van Asten continued reviewing the handout and indicated that there would be a move to the outcomes being tied to the premiums instead of the HRA. No changes are recommended to the dental plan. With regard to short-term disability, they moved to The Standard in 2014 and the current plan has an elimination period of 0 days for accidents and 7 days for sickness. They eliminated the family benefit going into 2014 and the benefit pays at 60%. They are recommending the benefit pay 50% in 2016 as the short-term disability is looking at a \$200,000 increase in 2016, but members can use casual days to get them to 100%. No changes are being recommended for long term disability. They are also recommending the voluntary offers of vision, accident and critical illness.

With regard to the retiree insurance coverage, there was a request from Supervisors Kaster and Erickson to look at the coverage with a recommendation of a sunset date or elimination. In 2014 the loss ratio on the retiree utilization was 159%. The recommendation is to increase the retiree's premium by 8.7% above and beyond whatever the actives is over the course of the next five years. This is similar to what the City of Green Bay does. Van Asten continued that the way the market is today with health care reform, there is no pre-existing so accessing the market is a little easier. Educational series are held in April and September in partnership with the ADRC on how to do Medicare, supplements and how to access the marketplace. Fewell asked how many retirees take insurance and Van Asten answered that it was 85. Employees who retire prior to the age of 65 are allowed to remain on the County's plan until

they are 65. Fewell would be in favor of postponing the number, such as anyone who retires after a certain date does not have access to the coverage.

Kraft stated that at his former job there were two pieces to this strategy. One was not to touch any of the premium piece because of other things that were in place. The other was a flat cut off for all employees hired on or after a specific date and there would be no eligibility at all for retiree benefits on or after a specific date. Fewell noted that he could agree to something like that. Kraft continued that another piece is to look at the employee inventory and compare age versus years of service and figure that cut off. There was a window where you would not be eligible unless you had a certain number of years of service. Schadewald felt that was appropriate. Fewell noted that most of the early retirees come from a certain sector. Kraft continued that one of the reasons they did not come with that kind of formula is because the retiree piece is budgeted on the pay as you go basis. By increasing the retiree premium to reflect their actual claims experience, that nets out as a zero to the insurance fund so after a five year plan they are paying what their group's claims experience is so it is not an impact on the general fund and it does not explode the post employee benefits piece. If a cutoff is determined as is being talked about by Supervisor Kaster, and if there is a five year plan, with the help of M3 retirees could be educated and at some point the retirees will find better options. Schadewald felt at some point the retirees need to be told what their future in retirement will include as far as insurance is concerned so they can make appropriate plans.

Weininger stated if there is a desire of the Committee to look into some formulas he would be happy to do so. Jamir felt that would be appropriate and he would like to hear the information. Schadewald felt that this has to be more fair than simply cutting it off on a specific date. Kraft agreed and felt it would be more appropriate to use a formula including the date and the years of service. Schadewald agreed. Fewell stated that the reality is that we know which employees can retire early and also, under Act 10 those employees have had and will continue to have the most potential to have larger increases in salary for the next umpteen years because they can negotiate the salaries when no other employee can. He has less sympathy for that, but he felt that if you gave them an opportunity to plan, they can take their increase that is much greater than any other employee and plan for it. Kraft noted that those employees have a retirement provision in their contracts so this would have to be negotiated as well.

Schadewald asked if retirees that are under the insurance plan would be eligible for the proposed Fast Care Clinic. Van Asten responded that they would not be eligible and Schadewald felt this was a mistake.

Motion made by Supervisor Schadewald, seconded by Supervisor Jamir to recommend the proposal to the Executive Committee with the changes of increasing the \$750 single deductible to \$850 and the \$1500 family deductible to \$1600 and the proposed wellness dollars of \$200 for single be increased to \$250 and the family wellness dollars be increased from \$400 to \$500. Vote taken. MOTION CARRIED UNANIMOUSLY

15b. Fast Care Proposal.

Van Asten provided a handout of what is being proposed, a copy of which is attached. She stated that what is being recommended is consideration of a near-site clinic as recommended by Supervisor Erickson a number of months ago. A lot of research has been done on this and since the County has employees spread over a lot of different locations one downtown location did not seem to fit the needs of the employees. The handout outlines the proposals received by Prevea, Bellin and Aurora. Any benefit eligible member and their family could go into these clinics at any time and receive services at no charge instead of going to their doctor and incurring the costs. Schadewald stated that currently Bellin has a clinic at Bay Port High School and it is working out very well. Van Asten stated that this would be free to the employees and benefit eligible members of the families. This will also encourage

people to get care earlier which could help alleviate larger problems. Fewell asked if M3 did the research or if it was bid out. Van Asten responded that they did not do a formal bid but got proposals from these three entities and then brought each entity in to meet with the team. Van Asten stated that the proposal is to do this for one year as a pilot and if it is successful they would put it out to bid. She indicated that the City of Green Bay is piloting a similar program for one year. Fewell stated that his concern is now that the numbers are out it would seem like an unfair advantage to go back out and bid this. Right now Van Asten thinks the near-site clinic will work and is a better option than a hard clinic with bricks and mortar to pay for. Fewell said it sounds like there are enough locations to serve the people and Schadewald agreed. Jamir also felt the hours of coverage were appropriate. Fewell also liked the hours of operation. Schadewald felt this would be very attractive to the employees and Fewell agreed.

Weininger felt it would be helpful in talking with Supervisor Erickson if there was support from the Administration Committee to bring this forward. The intent would be to roll this out September 1.

Motion made by Supervisor Schadewald, seconded by Supervisor Blom to go with the Bellin Fast Care proposal with a target date of September 1. Vote taken. MOTION CARRIED UNANIMOUSLY

Department of Administration:

16. Budget Status Financial Report for April, 2015.

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

17. 2015 Budget Adjustment Log.

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

18. Departmental Opening Summary.

Weininger stated that they are currently recruiting for the finance manager for Human Services as well as the finance director for the County. Additionally, a budget coordinator has recently been hired.

Motion made by Supervisor Schadewald, seconded by Supervisor Jamir to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

19. Asset Maintenance Fund Expenditures - Informational.

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

20. Director's Report.

Weininger reported that department heads will receive their levy targets next week.

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

21. Treasurer - Budget Status Financial Report for April, 2015.

Motion made by Supervisor Schadewald, seconded by Supervisor Jamir to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

22. **Audit of bills.**

Motion made by Supervisor Jamir, seconded by Supervisor Schadewald to pay the bills. Vote taken. MOTION CARRIED UNANIMOUSLY

23. **Such other matters as authorized by law. *None.***

24. **Adjourn.**

Motion made by Supervisor Jamir, seconded by Supervisor Blom to adjourn at 8:08 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Alicia A. Loehlein
Recording Secretary

Therese Giannunzio
Transcriptionist

Brown County Technology Services County Board of Supervisors Tablet Proposal June 2015

The Administrative Committee of the Brown County Board requested information regarding computers for the County Board Supervisors. The described use would be for pulling up prepared documents , meeting minutes, reports and searching for documents and content. The documents would be published/pushed by County Board staff (Alicia and Therese)

Brown County Technology Services recommends the purchase of 30 Apple of the older iPad2 tablets with standard cases. 26 for the supervisor, 2 for Alicia and Therese and 2 spares. We then recommend the ongoing purchase of new devices every 3 years. The extra devices would cover loss/theft/damage.

Each device costs \$309.99 for the iPad 2 with 16gb RAM. We would add a standard case at \$29.99 (without keyboard) or \$79.99 with a wireless iPad keyboard. Either type would come with a touch sensitive pen also. Please note we recommend the unit without the keyboard, as they volume of typing should be limited.

Up Front Costs: The tablet, case and software total \$419.18 each. Labor is 80 hours at \$2736. Therefore the total upfront cost is \$15,311.40 (and every 3rd year thereafter)

Recurring costs: Device security software annual cost is \$25 and labor support is \$136.80 annually. This totals \$4854 for all 30 devices. Assuming two devices breaking/lost per year, we would add \$838.36 totaling \$5692.36 annually.

Alternately we could treat this as a fixed recurring annual fee of **\$10,796.16 annually.**

Functionality: At any location with WiFi; the iPad would download content. This assumes the board member has access to the internet via wireless in some way. The device would be configured to receive County email and receive updates of documents and content for board related meetings. It would not hold all prior County content. It could hold three or more months of all board meetings, search websites including the existing board website for all prior meetings, documents and content.

Rough Plan:

1. Get approval
2. Determine funding model
3. Train Therese and Alicia
4. Train board members on use
5. Roll out to board members

Other Computing Options Considered

iPad Air 2 – these are newer, have 4x the memory (64gb) and lighter but added roughly \$250 to the cost per device, without significant additional features found in the iPad 2. The iPad Air 2 with only 16gb would be about \$150 additional. We originally recommended the iPad Air 2 with 64gb but dropped at your request to the iPad 2 (older model) to save funds.

Android - given the variety of settings, and additional cost of anti-virus we eliminated Android.

Windows 8 – very feature rich but base cost was over \$1200 per device including licensing and anti-virus, also the devices are heavier.

Windows Surface - very feature rich but base cost was over \$1000 per device including licensing and anti-virus, also the devices are heavier.

Google Chrome Device – limited feature set, limited security and the ability to push content was limited. Cost was a plus but the other limitations eliminated it as an option.



NEW EYE

Northeast Wisconsin's Gateway to Government

Brown County Futures United

What is NEWEYE?

NEWEYE Purpose: To unify local government communication throughout Brown County by providing a centralized, non-profit management of municipal Public, Education and Government (P.E.G.) TV channels, while still maintaining each community's individuality.

NEWEYE Mission: To increase **Government Transparency**, promote **Local Culture**, and provide municipalities with an additional **Economic Development Tool** for business recruitment and job creation.

- The “C-Span” of Northeast Wisconsin
- Promotes local activities such as parades, festivals, cultural events, historical reenactments, etc
- Economic Development
 - Create high-quality affordable economic development videos
 - Showcase Brown County communities as great places to live, work, and play



What is P.E.G. TV?

What is P.E.G.?

- Every community in Wisconsin that has at least one cable provider has the ability to have a P.E.G. station shown on local cable
- Brown County currently has four (4) known stations providing service



Channels in Brown County

- Green Bay Public Television
 - Time Warner Ch. 4
 - Green Bay
 - Howard
 - Suamico
 - Seymour
 - Fox Cities



- De Pere TV
 - Time Warner Ch. 4
 - De Pere
 - Allouez
 - Ledgeview
 - Bellevue



- Ashwaubenon Government TV
 - Time Warner Ch. 4
 - Ashwaubenon
 - Lawrence
- Pulaski Government TV
 - Nsight Cable Ch. 2
 - Pulaski

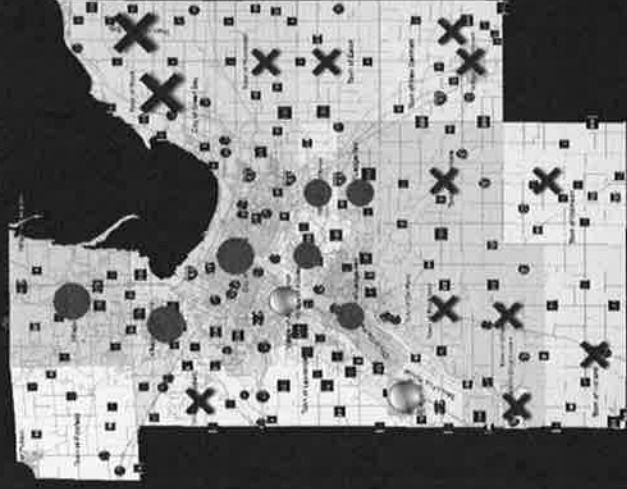
Why is NEWEYE Needed?

Separated Channels:

Limited Coverage, Less Content, More Expensive

NEW EYE:

Wider Access, More Content, Less Cost



Green Bay
Ashwatubertion
De Pere
No Coverage



★ NEW EYE ACCESS

Online Outreach

- Citizens will be able to access content through online & digital methods

- Facebook
- Twitter
- Pinterest
- And Many More!





YouTube: On-Demand & Streaming Access

- YouTube as hosting service for On-Demand content
- Communities receive one managed channel for government broadcasts
- Can also provide live-streaming if technology is purchased

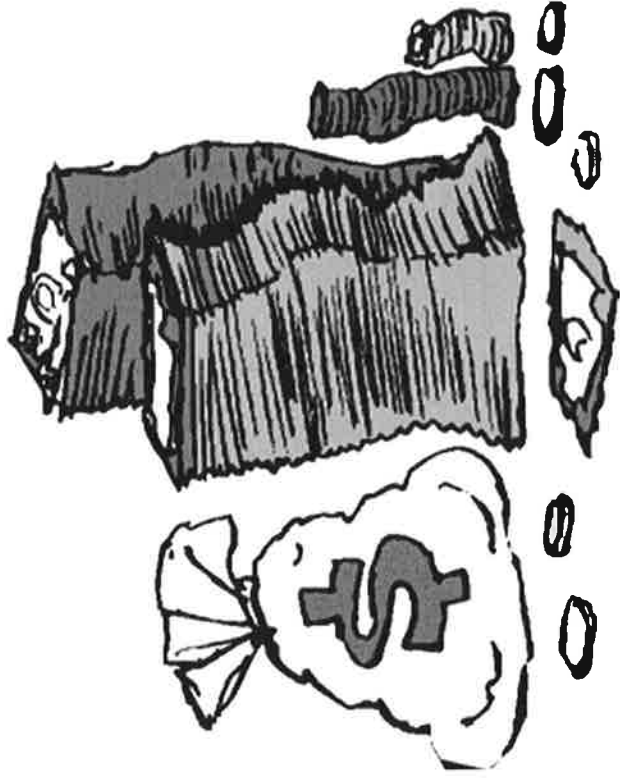


NEWWEYE's Expanded Coverage

- **Myth:** P.E.G. programming is only available to those within a municipalities borders
- **Fact:** NEWWEYE's content will be promoted via cable television to other PEG stations across the state and country.
- In addition, the hosted online formats will allow those who do not have cable television to still view the content from anywhere in Brown County and around the world.



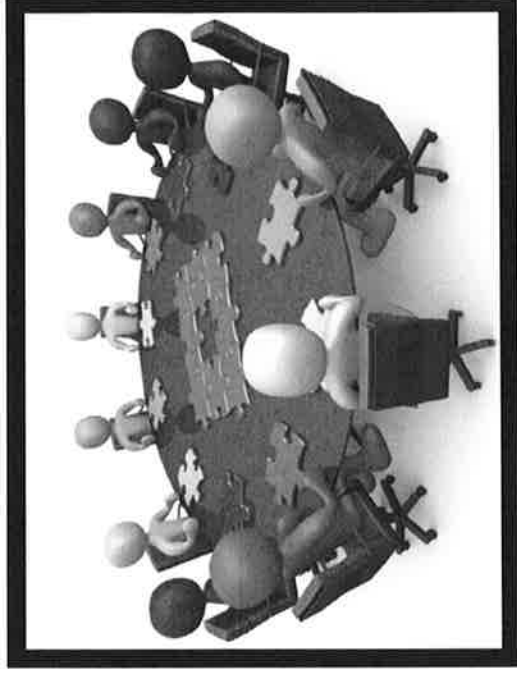
Funding & Organization



- Non-Profit Management
- Five Methods of Funding
 - Municipal Funding
 - Donations
 - Sponsorships
 - Grants
 - Self-Generating Revenue

How is the NEWWEYE Organized?

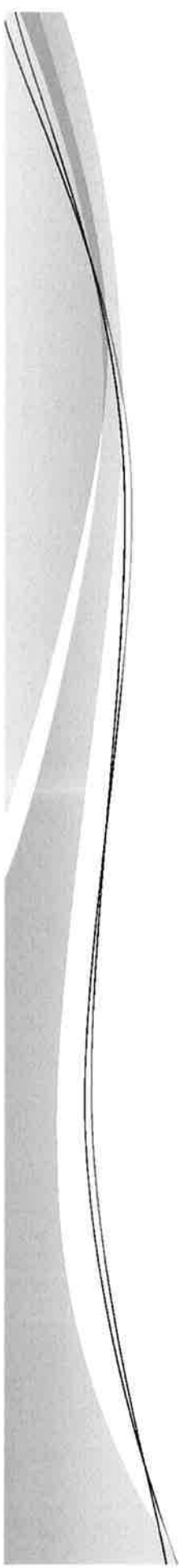
- Non-Profit 501(c)3
Structure
 - Brown County Futures
United
- Governed by a Board of
Directors



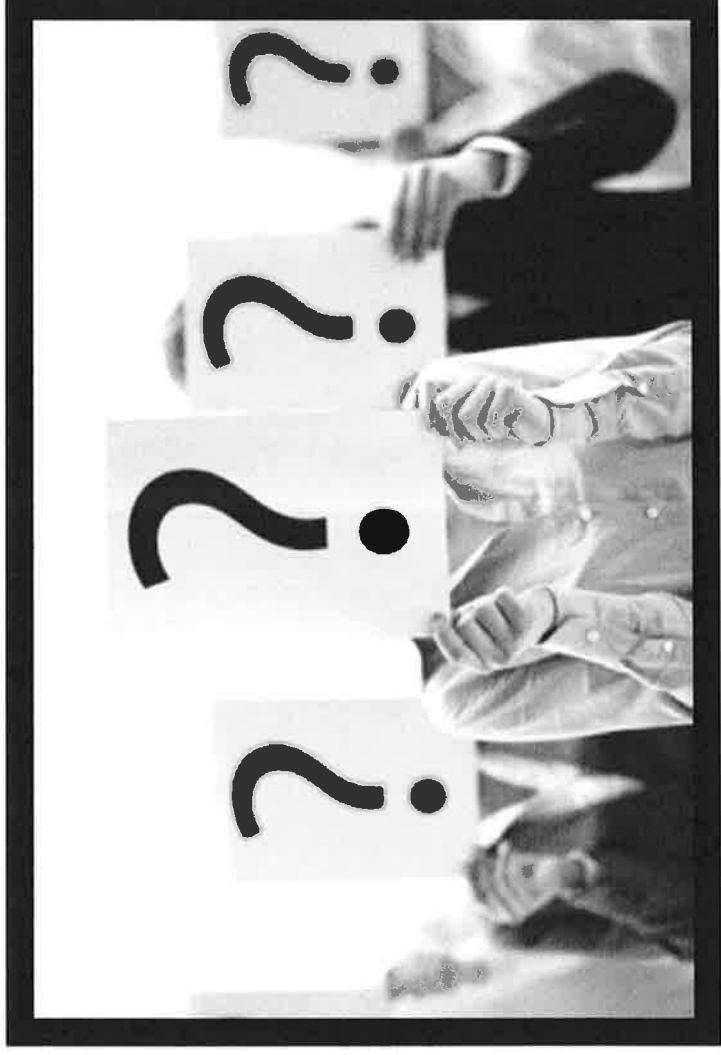


What are the Costs?

- Operational costs are figured at approximately \$140,000 annually
- The primary coverage of this cost will come from a contribution of by municipalities from their Cable Franchise Fee revenues
- Remaining costs will be made up from a combination of corporate sponsorships, grants, private donations, and self-generating revenue.
- Unlike most P.E.G. stations, **NEWEYE** will have a special contract with a local production station that will provide heavily discounted rates to **NEWEYE** member municipalities



Why Should Municipalities Participate?





The Benefits of Cooperation (SIPOS)

- By pooling local resources into a central non-profit we:
- **Save** a method of communication that could otherwise be eliminated
- **Increase** our economic base by creating jobs by marketing our area to new businesses and markets
- **Promote** our area events to draw tourism
- **Offer** greater government transparency to our constituents
- **Showcase** our communities to current and new families as great places to live, work, and play



Cost Savings & Community Investment Opportunity

- For those municipalities that **DO** have their own P.E.G. channels, they will see significant cost savings when partnering with **NEWEYE**
- Municipalities that **DON'T** currently have P.E.G. access, they will still have the opportunity to advertise their events and showcase their communities and services to other Brown County communities and beyond



TOWN of EATON Wisconsin

TOWN OF GREEN BAY

Town of Glenmore



Village of DENMARK



Town of Humboldt Wisconsin



HOBART Wisconsin

Town of Holland

Town of Wrightstown Wisconsin



Town of ROCKLAND Brown County, Wisconsin



Town of Pittsfield

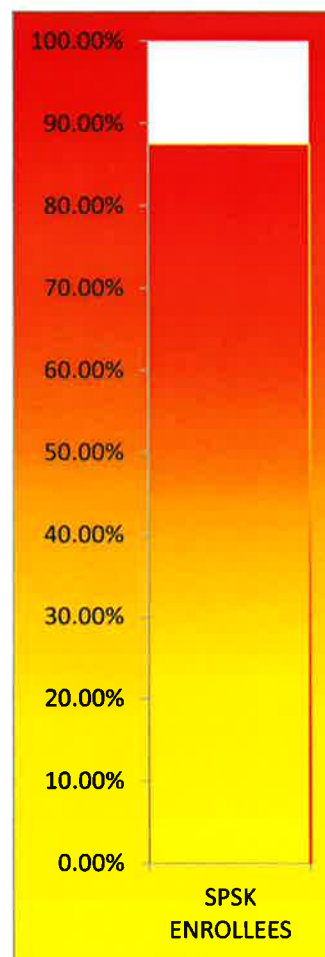
Town of Harrison



NEW EYE

A BROWN COUNTY FUTURES UNITED INITIATIVE

Month	Actual	Target	Percentage
JUNE	28	32	87.50%
JULY	0	32	0.00%
AUGUST	0	32	0.00%
SEPTEMBER	0	32	0.00%
OCTOBER	0	32	0.00%
NOVEMBER	0	32	0.00%
DECEMBER	0	32	0.00%
JANUARY	0	32	0.00%
FEBRUARY	0	32	0.00%
MARCH	0	32	0.00%
APRIL	0	32	0.00%
MAY	0	32	0.00%
JUNE	0	32	0.00%
	28	416	
TOTALS			
PERCENTAGE			87.50%



Random Assignment Summary
6/1/2015 - 6/25/2015

Grantee	Site	Extra Services		Regular Services	
		Number	%	Number	%
Wisconsin CSPED Grantee	Brown County	14	50.0%	14	50.0%
Total		14	50.0%	14	50.0%

Random Assignment Summary
10/1/2013 - 6/25/2015

Grantee	Site	Extra Services		Regular Services	
		Number	%	Number	%
Wisconsin CSPED Grantee	Brown County	213	49.9%	214	50.1%
Total		213	49.9%	214	50.1%

Brown County

2016 Employee Benefit Recommendation
June 2015

2016 Plan Renewal

Benefit	2015 Current Plan	2016 Proposed
Health Plan Deductible (in-network)	\$2,000 Single /\$4,000 Family	\$2,000 Single /\$4,000 Family
Health Reimbursement Account (HRA)	\$1,050 Single /\$ 2,100 Family (Maximum based on personal health assessment - PHA)	\$ 750 Single / \$1,500 Family Roll over not to exceed deductible Dollars used on deductible/copay VEBA eliminated
Wellness Incentive Dollars – Earned into HRA	\$200 Single / \$400 Family	\$200 Single / \$400 Family Dollars roll over year after year Used within section 125
Coinsurance	Premium Designation Program Tier 1 providers 90% Tier 2 providers 80%	Same as 2015
Pharmacy	20%/25%/35% Generic/Brand/Non-formulary Maximum \$1500/\$3,000	Same as 2015
Max out of Pocket	\$4,000 Single/ \$8,000 Family	Same as 2015
Premium Contribution	<u>12% with PHA</u> \$ 62.32 Single \$165.84 Family <u>17% without</u> \$ 88.28 Single \$234.96 Family	Tied to outcome of PHA score 12% Gold 15% Silver 18% Bronze 32% Standard 42% Tobacco/Abstain
Personal Health Assessment Voluntary Outcome based for HRA funds	5% premium differential for participation <u>Single / Family</u> Gold \$1,050 /\$2,100 Silver \$ 840 / \$1,680 Bronze \$ 630 / \$1,260 Standard \$ 420 / \$ 840 Tobacco \$ 210 / \$ 420 Non Participant \$ 630 / \$1,260	See above Premium Contribution tied to outcome of PHA score RAS program remains intact
Dental Plan	Self Funded Plan offering Delta Dental \$0 Deductible \$1,250 annual Plan maximum Dual choice offerings Dental Associates Plan \$0 deductible \$2,500 plan max Fully insured	Same as 2015

Short Term Disability (excludes Sheriff department)	Carrier - The Standard Elimination Period Accident – 0 days Sick 7 days Family benefit – eliminate 60% wages paid	Carrier - The Standard Elimination Period Accident – 0 days Sick 7 days Family benefit – eliminate 50% wages paid
Long Term Disability	Carrier – The Standard Definition of Disability = Own occupation OR any occupation 66 2/3% to \$5,000 monthly	Same as 2015
Additional Offerings	Voluntary: Vision – Eye Med Accident – UHC Critical Illness - UHC	Voluntary: – Same as 2015 Near Site Clinic – free to all benefit eligible employees & families See separate attachment
Retiree Options		Increase to retiree rates above active 8.7% each year over the next 5 years

Assumptions:

- ✓ Stop loss insurance, based on claims, will increase 5%
- ✓ New fees in 2016 for the Affordable Care Act \$ 122,663
- ✓ Medical Trend at 7.5%
- ✓ Premium savings tied to PHA above already accounted for in 2015 department contributions

The above represents 2016 plan recommendations.

15a

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www.m3ins.com

Brown County

June 2015

On-site / Near Site Opportunity

Prevea Proposal	Bellin (Fast Care – Shopko)	Aurora (Quick Care – Wal-Mart)
Services Offered <ul style="list-style-type: none"> Animal/insect bites Cold and flu symptoms Cuts without bleeding Earaches Mild/mod asthma Minor infections Rashes and burns Severe sore throat Sprains and minor broken bones Sinus infections Urinary tract infections Additional services as needed Lab and X Ray available at all sites <ul style="list-style-type: none"> Subject to insurance billing MRI Ashwaubenon locations and Hospital 	Services Offered <ul style="list-style-type: none"> Allergies (6 years & older) Athlete's foot Bladder infections (females, 12 yrs. & older) Bronchitis Camp physicals Cold & flu symptoms Cold sores Ear infections Impetigo Insect Bites Laryngitis Minor burns and rashes Minor sunburn Mononucleosis Pharyngitis Poison ivy (3 yrs. & older) Ring worm Sinus infections (5 yrs. & older) Sore throat Sports physicals Swimmer's ear Upper respiratory infections Lab Services included: <ul style="list-style-type: none"> Urinalysis Monospot Pregnancy Rapid Strep TB Skin Test 	Services offered <ul style="list-style-type: none"> Bronchitis Diarrhea Ear Infection Ear Wax Removal Female bladder Infection Influenza Insect Stings Minor Low Back Pain Minor Rashes Mononucleosis Motion Sickness Nausea/Vomiting Pink Eye Poison Ivy Ringworm Seasonal Allergies Sinus Infection Sore Throat Wart Removal Lab Services <ul style="list-style-type: none"> Subject to Additional Fee insurance billing
Annual Costs \$79.95 per visit	Annual Costs (Sliding scale not to exceed) \$26,715	Annual Costs \$ 25,752
Hours Monday – Friday 8 AM – 8 PM Saturday & Sunday 8 AM – 4 PM Holidays 8 AM – 4 PM (Ash/She)	Hours M-F 8:30 AM – 8:30 PM Sat 8:30 AM – 5 PM Sun 10 AM – 5 PM Open holidays, except Christmas 10 AM – 2 PM	Hours M – F 9 AM – 6:30 PM Sat 9 AM – 2:30 PM Sun vary by location
Location Ashwaubenon Health East De Pere East Mason St Howard Washington St. Oconto/Oconto Falls Plymouth Sheboygan Pulaski (spring 2015)	Location Bay Park Square – Shopko East Town Mall – Shopko Suamico - Shopko	Location De Pere – Wal-Mart Green Bay / Mason St – Wal-Mart All Aurora foot print outside of area

15b

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